

Highway nabs funds

"The Highway Division is really 'on a roll'" said Gary Potter, manager of the Program Section.

Potter's remarks came last month at the closing of the federal books on the 1984 fiscal year, during which the division pulled off a coup of sorts: It obligated \$9.3 million dollars in construction projects over what the Federal Highway Administration had scheduled for Oregon's annual share.

That's \$9.3 million worth of highway projects added to an existing heavy construction schedule, Potter said. The division was able to obligate the extra funds because it had projects ready to go when federal monies were redistributed at the end of the fiscal year.

Projects ready to go

"We call this redistribution game 'the jackpot game,' and that's a good description of it," he said. Oregon's increased share came at the expense of other states that weren't able to obligate all of their federal funds by Oct. 1, Potter said.

Part of Oregon's extra funds went to projects that could be moved up quickly in the Six-Year Highway Improvement Program. Other amounts went to what the division calls "shelf jobs"--those projects it keeps ready should the state find extra funds.

Such a job was the Umatilla Bridge on yet-to-be completed Interstate-82. A cooperative project with the state of Washington, the job had been shelved because Washington was out of interstate

funds, according to Potter.

"When we discovered we not only had additional authority to obligate funds, but some uncommitted interstate funds, we asked Washington to get the project going again," he explained.

Under the joint agreement, Oregon would pay more than its share this year, but would be reimbursed by Washington paying an increased share later.

As successful as the division has been this year in getting projects underway and improving the highway system, next year could even be better, Potter added. By spring, the division will benefit fully from the 1982 federal five-cent gas tax because of increased truck fees taking effect this year.



"You can't help but see changes," Potter said. "I think one of these days soon, the public will be able to say, 'The roads in Oregon are showing the improvements we're paying for.'"

Related story page 5



LAST BATCH--Workers pour one of the final sections of concrete for a railroad overpass on the Interstate 82 project near Umatilla. One of the few remaining interstate projects, I-82 will connect Oregon and Washington across the Umatilla and Columbia rivers.

Employees support ODOT scholarship

ODOT employees overwhelmingly support establishing a scholarship program in memory of Glenn Jackson, according to more than 700 questionnaires returned to the Public Affairs Office.

Some 625 employees said the scholarship was a "good idea," while only 81 opposed it. Funds would provide one or more college scholarships annually to sons and daughters of ODOT employees.

If the scholarship fund were established, 474 employees, or 67 percent of those responding, said they would contribute to it.

Over half of those said they would contribute either \$5 or \$10. Some 120 employees said they would give \$25, while 26 indicated they would contribute \$50 to the fund. Six persons said they would give more than \$50. Indicated donations total \$7,800.

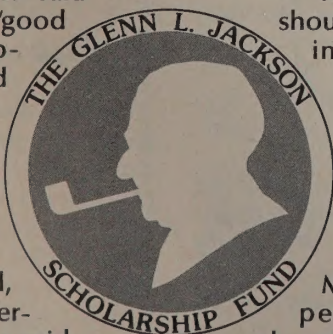
"Financial need" was the criterion selected first by 342 employ-

ees, while 247 felt that a student's "academic record" should be the most important factor in awarding a scholarship. Sixty-three employees said "leadership qualities" was the prime consideration.

The scholarship amount should be a "gift," according to 448 employees, while 164 felt the money should be "repayable" and 48 indicated the award should be "repayable with interest."

ODOT Director Fred Miller said about 13 percent of ODOT employees and retirees responded to the questionnaire, and he felt the information they provided would be useful to the committee working on plans for the scholarship.

"We're not actually sure yet whether it is feasible to go ahead with the scholarship idea," Miller said, "and we probably won't know until we see what interest the private sector has in participating with the basic funding."



Expand horizons

Rotate for growth

Don't vegetate--rotate.

If you want to beef up your background, expand your horizons or learn by doing, you might consider one of several programs, most commonly referred to as rotational assignments. They're designed to help people perform more effectively in their present positions or to prepare them for greater responsibility.

"This is a great opportunity. Not too many people get the chance to try out a job and new place to live without a lot of risk," said Tim Avilla, who has filled a slot as staff assistant and field training officer at DMV headquarters since February.

Vacated spots rotated

Having worked previously as an MVR in Reedsport and manager of a one-person office in Cave Junction, he labeled the rotational assignment "a growing and exploring thing. Here in Salem, there are a lot of avenues to explore. I'm evaluating how it will affect my future career."

Some positions vacated when one person goes for a rotational assignment are, in turn, filled by another person on a rotational

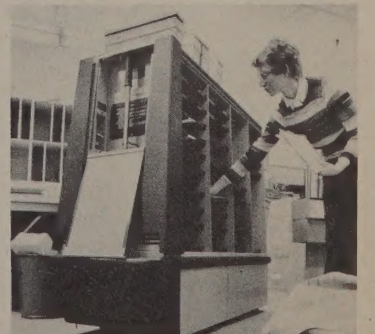
basis.

Randy Clark, MVR 2, rotated into Avilla's office manager position.

Lynett Reason, a right-of-way secretary, works as administrative

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Inside

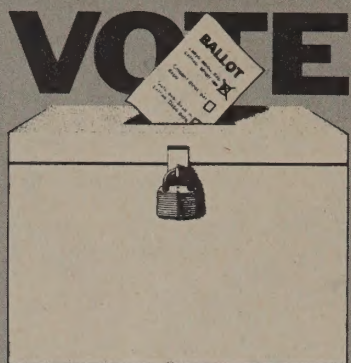


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A message from the director



You have probably been spending some time studying the candidates and issues and preparing yourself to vote at the upcoming election.

I am sure that many of you are interested in races, ranging from local issues to the Presidency. Given our initiative and referendum process in Oregon, there are also several ballot measures that could have an impact on the state.

The ballot measure that impacts us most as a department is Ballot Measure 2. This is frequently referred to as a property tax limitation. You have heard and read a good deal about its impacts on local governments, but there has not been much attention focused on how it affects our department.

You should be aware that the measure makes constitutionally dedicated trust funds (for example, the Highway Fund) available for renters' relief.

It also requires a vote on new taxes, such as the gasoline tax. In order to be approved by the public, a new tax requires not only a majority vote, but a turnout of at least 50 percent of eligible voters. Most elections do not have this high a turnout. Therefore, it would be difficult (it has never been easy) to have a tax measure implemented.

While it is not appropriate (or legal) for me to attempt to tell employees how to vote, you should recognize the significance of the issue on which you will be voting.

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I am a member of a task force study on the future needs of transportation professionals. At a recent meeting in Washington, D.C., I learned several things that some of you will find interesting:

- A review of national data shows that Oregon has the largest percentage of any state in the nation of engineers and engineer-managers who could retire now or within the next five years.
- In evaluating needs for types of professionals, it appears that the greatest unsatisfied demand for people will occur in computer programming and related areas.
- There will be a greater growth in needs for technicians than for professional engineers. The demand and supply of engineers appear to be in relatively good balance.

□ □ □

It is not too early to begin preparation of performance appraisals. I recognize that this is time consuming and difficult to do well.

Managers should appreciate that, more and more, advancement will be related not only to how you are evaluated, but how well you evaluate others.

If your supervisor is not giving you an evaluation, you should put some pressure on him or her to do so, since not having one could work to your disadvantage.

Fred Miller

Graham works on Expo '86

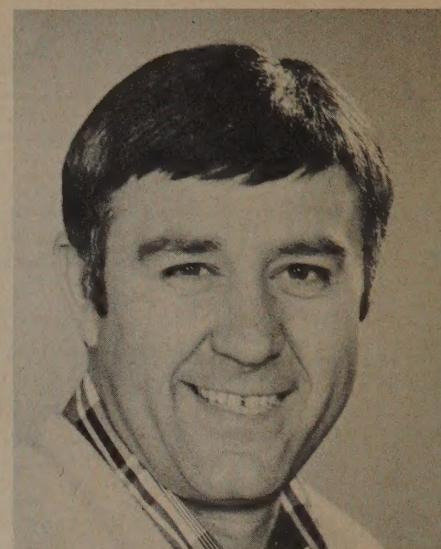
Jack Graham, ODOT special projects coordinator, has been assigned to a committee that will be responsible for the Oregon Pavilion at Expo '86 in Vancouver, B.C.

A \$5 million budget has been proposed for the pavilion, funded by a combination of state general funds and private sector contributions.

Graham is on one of five subcommittees that have been formed to plan and oversee Oregon's participation in the world exposition, which is scheduled to open May 2, 1986, and run through Oct. 13, 1986.

Transportation Commission Chairman Anthony Yturri and member Sam Naito were appointed by Governor Atiyeh to the policy-level committee that will guide Oregon's involvement. Parks and Recreation Advisory Committee member L.L. "Stub" Stewart is also on that committee.

Graham's subcommittee will make arrangements to transport all



Jack Graham

Oregon displays and exhibits to Vancouver; will coordinate all concessions and special events in the pavilion; and will have responsibility for administration and operation of the pavilion throughout the run of the exposition.

Letters



Attorney sends thanks

J.B. Boyd
Right-of-Way manager

I recently had occasion to spend the equivalent of about a full day in your offices during one week. I was reviewing an old right-of-way file and it was necessary for me to secure aerial photos and reproductions of maps and various other materials in the file.

I was very pleased with the courtesies extended, the efficiency of your office and the general cordiality of your employees.

You, and your staff, are to be complimented for extending such generous service to the public.

Keith Burns, attorney
Portland

Film company grateful

Fred Miller
ODOT Director

I am writing on behalf of our entire production staff to thank, commend and praise ODOT for the incredible level of cooperation extended to our film company during the month of September.

Last September 10, a Monday, we began filming a Goodyear Tire commercial north of Newport. While that may not sound amazing, how we got there is, in our experience.

The individual I wish to thank the most is Ken Husby, District 4 maintenance supervisor. We truly needed to hustle, due to a sudden change, and Ken was always a step ahead of us. I left his office not only with a permit at 3 p.m. Friday, but with his home phone number so we could arrange last-minute, weekend location specifics.

Again, I cannot say enough about not only Ken's cooperation and help, but every ODOT person we either worked with on location or spoke to on the phone regarding locations. Your state is a gold mine of locations, and your attitude towards making it possible to use

them is a find also.

I just wanted to let you know that the impressions left by both are permanent.

David Darby
Location Manager
Petersen Communications, Inc.
Hollywood, CA

Foreman reported fire

Robert Johnson
La Grande, OR

Thank you for your assistance for discovering and driving to Tollgate Guard Station to report a fire near Spout Springs.

With the help from conscientious people like yourself, our job suppressing wildfires is made more timely and effective. Thank you.

Ralph H. Perkins
U.S. Forest Service

EDITOR'S NOTE: Johnson is the Region 5 exploration foreman.



Oregon Department of Transportation

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Oregon Transportation Commission

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Job rotations up

Continued from page 1

assistant in employee development while the person permanently assigned to that position, Etta Foote, has rotated to the comparable worth study. Both will return to their former jobs in a few weeks.

"I had sought a job working with the public for several years. This assignment has met my expectations. It reaffirmed that this is the type of work I really enjoy," she said.

There's been so much leapfrogging between rotational assignments at DMV that one almost needs a chart to keep track of people.

For example, Karen DeLorenzo, a training officer, volunteered in 1982 to join a project management team for the driver's license issuance system. This July she rotated out of that rotational assignment to spend three months in ODOT's Policy and Planning Section helping prepare a biennial report.

Gained management experience

In early December she'll join the Executive Department, along with Eva Watts, highway and parks payroll supervisor, to track legislation for Director Bob Smith. In a similar arrangement, Susan Harchenko, ODOT accounting manager, will serve as a fiscal analyst in the Legislative Fiscal Office making budget recommendations to the Legislature.

DeLorenzo said the assignments have helped her gain management experience and learn more about other ODOT divisions.

When Peggy Green rotated to the STARS project, her Northwest Region assistant supervisor position at DMV was filled by Sandra Coslow as a rotational assignment. Northwest Region Supervisor Carolyn Campbell supported such arrangements because she initially filled her current position for a year on a rotational basis.

Working with job rotations from both sides, Campbell pointed out that employees "need to recognize they are in the assignment to learn and grow. They must be willing to do that without additional pay." For management, she cautioned,

Memorials maintain rose garden

Nearly 60 ODOT offices and members of the public have contributed to the memorial rose garden at Fort Stevens State Park since it was established in 1981 at the request of family members wanting to create an appropriate remembrance for a young couple.

According to Anita Lanning, parks executive assistant, ODOT employees have given memorials in honor of former employees, administrators, commissioners and committee members.

The District 3 Highway Maintenance Office recently contributed in memory of Michael Saunders and Wayne Ragsdale, employees killed while on the job.

Donations help cover the cost of planting and caring for the rose garden, which is located adjacent to the park's visitor center.

the program has tremendous merit and benefit, "but we don't have budget resources to provide large numbers of experiences, and we don't want to develop too many over-qualified people for a limited number of positions."

Maury Payne, Highway Division District 2B maintenance supervisor, used the concept to obtain qualified candidates for a district office manager position. Various



YOU NEVER KNOW the types of duties you might find in a job rotation. Sandra Coslow, right, who is on a rotational assignment, receives instructions from Carolyn Campbell, DMV Northwest Region supervisor, before they repaint stripes for a motorcycle test course at a DMV field office.

field office and section people who were interested in the position rotated into the job over a nine-month period.

Traffic Engineer Bud George is sold on the idea. His first experience started about four years ago. Dara Gaynor requested a one-year rotation in his section, and it worked so well that she was granted two six-month extensions. In the meantime, she took college classes and passed the qualifying examination for engineering technician (ET).

Next Gaynor accomplished a

long-term goal with a rotation on a field survey crew, switching jobs with Bob Ackerman. After a full year, both were so satisfied with the experience that they've requested two six-month extensions.

Influenced by the good results from Gaynor's rotation and the awareness that "many people, especially women, are not able to break into the engineering series without background, education or

knowledge," George created a rotational ET 1 position this February.

George credited the section's employees for the success of the program through their teaching on a day-to-day basis. He's putting another rotational position in next year's budget. "I know we have excellent people in other classifications who would excel if given the chance," he said.

"The best resource of the department is our people—I don't like to lose them" due to limited career opportunities, he said.

Pettyjohn promotes rotations

Jim Pettyjohn, career development specialist in the Civil Rights Section, will seek funding in the 1985-87 budget for five floating positions to help promote the job rotation concept.

"When someone takes a job rotation assignment, the problem has been how to pay the salary of the person filling their vacated position," Pettyjohn said. Funds for the floating positions would be used to cover this expense.

To print portfolio

He also plans to publish a portfolio containing information about people who have used career development services. "This will make managers more aware of the interests and background of people within the department, and may improve their chances of selection for a special assignment or interview," he said.

"Job rotation could be a powerful tool for managers to prepare employees for career mobility, more quickly achieve Affirmative Action goals, or to handle temporary projects," Pettyjohn said.

Can fill a gap

He pointed out that rotational assignments don't always place a person in a higher classification; they can fill a gap in a person's background. For example, knowledge of field operations may be necessary for a person to advance within a division. A job rotation could supply this experience, he said.

Rotations can take a person into another state agency, a different governmental jurisdiction or private enterprise, he noted. Most assignments last from six months to one year.

'Buckle Up For Safety'

Seat belt ideas sought

The accidental death of a Highway Division employee late this summer underscores the importance of a project to solicit ideas for increasing seat belt use by ODOT employees, their families and the public.

The employee was killed when he was thrown from a scoomobile that overturned. Had he been wearing his seat belt, the chance of serious injury probably would have been slight, said David White, safety manager.

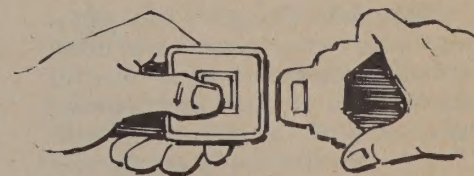
White is seeking suggestions for promoting seat belt use from parks and highway safety review boards. He invited employees from other divisions to send ideas directly to him.

White pointed out that General Services' vehicle usage rules stipu-

late that "seat belt systems shall be operational at all times and shall be used by driver and passengers." A Highway Division policy states: "All employees shall wear a seat belt provided in state-owned equipment at all times while the vehicle is in motion on a public street or highway."

"Seat belts save lives, and I expect all Highway Division employees to set an example not only for other state agencies, but for all users of the highway system, by using seat belts," said Scott Coulter, state highway engineer.

ODOT Director Fred Miller agreed with that philosophy: "I want to see the department set a positive example for the public so that everyone will be encouraged to emphasize safety."



White said his informal observations around department offices and motor pools indicate that seat belt usage has declined in recent years. He will place "Buckle Up For Safety" decals in all ODOT vehicles as a reminder.

He said decreased seat belt use could be a contributing factor in a higher number of accident claims. The insurance rate for Highway and Parks divisions will increase 19 percent this year, based on claims between July 1980 and June 1983.

Although Highway Division claims have dropped substantially since that three-year period, Parks Division accidents have risen significantly to offset those gains, he noted.

Section believes 'training is part of work'

This is the second of three articles outlining the effects of recent reorganization of ODOT's Personnel Services Branch into three sections.

A meeting room sign that states "Training is a part of work" expresses a philosophy that the Employee Development and Safety Section hopes to instill throughout the ODOT work force.

"It all hinges on whether the supervisor and employee can pinpoint problems that can be solved by training," said Bob Whipps, who manages the recently combined section.

Many training options

Whipps and his staff learn about these problems through direct contact with managers and employees as well as through computerized analysis of employee development forms submitted with performance appraisals.

"Then the function of our section is to provide the training in any number of ways," Whipps said. Training staff can conduct the training, can contract with outside people to do the work, or can supply self-contained training modules that can be self-taught or presented by a supervisor.

Division administrators also influence the direction of the section, Whipps noted. "Along with Fred Miller, they are concerned

that we develop a work force that is prepared for the future," Whipps said.

As a result, the section must help people use new technology, he said.

Another major challenge is to help people manage a changing and diversified work force, he said. "Coping with this change requires new attitudes toward our work and those who work with us," he said.

Emphasis will be placed on people management skills such as interviewing, hiring, retention, problem solving and effective performance appraisals, he said.

To assist the section in achieving this goal with managers, Whipps hired a temporary training officer with background in management development.

He hopes to be able to establish close contact with managers and

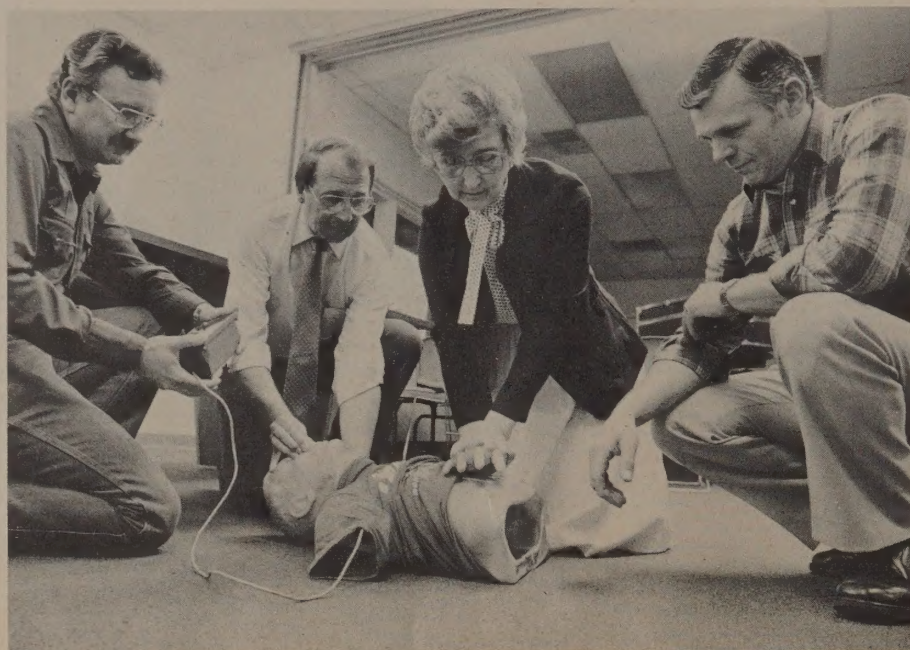
employees to learn about other training needs. He's sure there are more needs than can be met, so he's prepared to work with administrators to prioritize needs and focus on training that "will help get the job done--will help people do their work in a more efficient and effective manner."

The recent combination of employee development with the Safety and Health Section will help the department move toward that goal, through combined resources, personnel and equipment, Whipps said. He said it is a logical combination since many safety activities involve training of some type.

Logical combination

The new section contains a "very capable group of people who are eager, willing and able to do the job ahead of them," he said. To augment the staff of three full-time and three temporary people, Whipps has proposed the addition of a secretary and training officer in next year's budget.

He commended many other people in the department who exemplify the "Training is a part of work" attitude, citing recent separate efforts of Bill Tebeau, George Bell, Butch Parker, Ken Evert, Hal Versteeg, the road design and civil rights sections and others who have provided training to a number of employees.



PRACTICING WHAT THEY PREACH--David White, right, safety officer, gives a lesson in CPR to members of the newly-formed Employee Development and Safety Section, from left: Chuck Williamson, training coordinator; Bob Whipps, section manager and Monica Majeski, safety secretary.

Center transfers technology

The Highway Division and Oregon State University have teamed up to create the Oregon State Technology Transfer Center designed to put the latest transportation technology into the hands of city and county transportation officials.

"Even though we're in an age of rapid communication, there often is too much time lag between the discovery of some new process or product and its actual use," said Dick Rumbolz, technology transfer coordinator.

Busier season forecast in '85

If you think Oregon's 1984 highway construction season was busy, wait until you see what's in store for the Highway Division and contractors next year, say division officials.

"All the division's employees have really struggled this season," said Program Section Manager Gary Potter. "There's been a lot of overtime and hard work; I see that increasing next season." Part of the reason for Potter's prediction is the increased revenues that will be available to the state as a result of the federal nickel gas tax. Some portions of the 1982 legislation affecting trucks came into effect only this year.

Construction Operations Engineer Gerald Wimer said the Construction Section has no plans to hire additional help for next year. "We have made some personnel projections and our present staff should be sufficient for next year," Wimer said.

Awareness of this problem led the Federal Highway Administration to fund such programs (known as T2 centers) throughout the country. Emphasis will be placed on highways, bridges and public transportation.

Rumbolz said the Oregon center will offer local agencies four types of assistance: mail-out, upon request, of technical reports; seminars and training sessions throughout the state on topics selected by polling potential participants; answers to specific technological questions; and a quarterly newsletter containing new transportation ideas, training course schedules and technical report summaries.

Co-directors of the center, who wrote the grant requesting funds, are Dr. Gary Hicks, OSU civil engineering professor, and Gordon Beecroft, Highway Division research engineer.

"We will seek the cooperation of division engineers in responding to inquiries," Beecroft said. "We want to use the center to get a better relationship with the cities and counties."

With support from highway engineers and OSU faculty, plus all the other information resources available, "we should be able to answer most any question or refer people to a good source," Rumbolz said.



DO IT YOURSELF--Ken Glenn, HMW 4, checks on a batch of hot mix at a portable plant set up this summer near Spray. Region 5 maintenance crews operate the plant when no commercial plant is available. The nearest commercial source for the road work in the Spray area would have been 70 miles away. Don James is paving plant supervisor.

Commission decides on truck entry

Accepting a Highway Division staff recommendation, the Transportation Commission agreed to locate the controversial I-84 port of entry at Cascade Locks during the October meeting in Ashland.

The decision came after several presentations made by representatives from other proposed sites of Troutdale, Hood River and The Dalles.

Metro Region Engineer Ed Hardt reviewed reasons for the Cascade Locks recommendation before the commission's 4-1 vote.

The proposed port of entry will bring Oregon's total of truck-entry sites to four, and will generate more than \$1 million per year in weight-mile tax collections and fines for oversize and overweight trucks.

The commission also restated its position on the Alsea Bay Bridge, following a personal look at the deterioration. The commissioners urged the division to move forward as rapidly as possible to replace the bridge.

Worker saves life

Frank Ojeda, Jr., an engineering technician 1, Metro Region, is credited with saving the life of a critically injured construction worker by administering CPR to the electrical shock victim.

Ojeda said it was the fourth time he has utilized CPR since learning it at Chemeketa Community College in Salem.

He has been nominated for a life-saving award at the Oregon Occupational Safety Conference in March.

Bridges say 'Ouch' to overweight trucks

Loyd Henion fully expects to hear Oregon bridges talking to him soon.

Henion, manager of the Highway Division's Economic Services Unit, plans to develop low-cost equipment that will create "talking" bridges--bridges that say "Ouch" when an overweight truck passes over them.

What Henion has dubbed the "Ouch" system is an expansion of the mobile weighing system begun last spring that allows the Permits and Weighmaster Unit to monitor truck traffic using state bridges. Vibration-measuring devices, attached to stress points beneath bridges, and special tape stretched across bridge approaches pass data on to a computer located in a nearby van.

Will use mini-computers

The information tells weighmasters the weight, speed and number of axles on trucks going over the bridge. Mini-computers, the size of a transistor radio, will allow the system to work without the use of the mobile van in the future, according to Henion.

"An automatic dialing system in the computer will show an overload on a computer terminal in the Transportation Building, a weigh station or even a weighmaster vehicle. It essentially says 'Ouch,' I've got an overweight truck going

over," he said.

Henion predicts that while initial costs will run about \$5,000 per bridge to install the "Ouch" system, this will soon drop to as low as \$1,000-\$2,000 as second-generation technology develops.

To tell weighmasters which trucks are guilty of carrying excessive loads across bridges, automatic vehicle identification devices are also being tested as another facet of the pilot weigh-in-motion program.

"We think we'll have at least one hundred bridges using this system in the future," he said.

It is now used at four sites. Henion claimed "nothing but positive response" from trucking firms involved in the pilot study. More than three million vehicles have been weighed, without stopping, at the Jefferson-I-5 interchange with a very high rate of accuracy, he said.

Computer gives access to data

Next time you need to know who in the Information Systems Branch can help with a particular problem, or you wonder how much the branch would charge for a specific service, don't call them.

Instead, turn to a computer terminal.

By following simple instructions,



MOBILE MAIL--DMV employees check for mail on an automated cart that moves on its own through DMV headquarters. Following a chemical path embedded in the carpet, the cart stops at designated locations along its one-mile path. The mail-mobile takes over the hard work for the human courier who formerly traveled the route, but now can devote more time to sorting and preparing mail. The mail room plans a contest to name the roving router.

Sketches show collisions

Diagrams computerized

Computer production of collision diagrams has reaffirmed the cliché that "a picture is worth a thousand words."

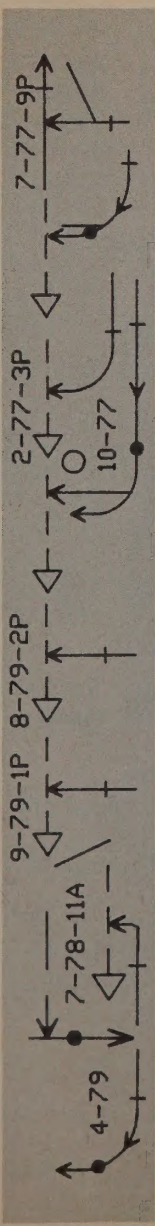
Collision diagrams, produced by the Traffic Section, are graphic representations of intersections or pieces of roadway showing what type accidents have occurred there.

City, county and state police accident reports are sent to the Traffic Section's Data Unit where they are coded and entered into the ODOT mainframe computer. The computer will generate a list of accidents by specific location.

In the past, a technician used this list to draw by hand the collision diagram for a certain location, said Mike Augden, traffic investigator. The automated collision diagramming system greatly speeds the process of producing the completed diagram.

The diagrams are produced with an assortment of components tied to a microcomputer. Expected to be in full use routinely early next year, the system now can depict any two-party accident, Augden said.

Because one diagram can summarize at a glance written material that would take five or six hours to review, the dia-



grams are essential tools for many people, said Dave Weaver, investigations engineer.

"Our own traffic engineers use them to determine accident patterns or causes of accidents," he said. "The automated system allows us to produce more diagrams of more locations, which will allow quicker solutions for more places. The end result is to improve the safety and capacity of the highway system," he said.

Dick Parker, senior investigator, helped write the grant to request funds for the project from the Oregon Traffic Safety Commission. The \$74,000 grant covers initial research and purchase of computer hardware, with the Highway Division matching the funds through salaries.

The major challenge was to develop a method for the microcomputer to communicate with the mainframe, said Parker. This had not been attempted before.

Another main goal was to put together a system that used off-the-shelf software that is affordable for medium-sized cities and counties to use for studying their own information, Parker reported. Such entities could utilize the equipment for many other purposes as well, he said.

a person can retrieve the branch's directory of personnel, explanation of billing practices or list of software and hardware used throughout the department.

Ken Bonnem, data administrator, said this computer-aided instruction package also provides detailed information to computer programmers about the mainframe computer. It has completely eliminated the need for a printed data resources users' manual, he said.

Bonnem said that any division or section could make information available to others throughout the department with the same approach. The first department-wide application will be instructions for a new accounting system.

A phone directory, list of office locations or any type of instructions is a logical candidate for using this system, he said. "When people have to type a list or compile a

document, they might as well put it in the computer for access to everyone," he said.

A major advantage is that changes can be made in the computer file and everyone is using the updated information immediately.

The instruction package program was designed to respond to answers to questions, making it invaluable as a teaching tool, Bonnem said. A question with multiple choice answers can be displayed on the screen. After the viewer types in an answer, the computer can tell the user if this was correct.

He invited anyone with questions or suggestions to give him a call. Use the new system to find his phone number. Using a computer tied to the mainframe, log onto TSO. In the "ready" mode, type and enter "computer info" to gain access to a listing of branch personnel.

Torihara gives advice on microcomputer use

"By helping people learn things, I learn myself," is the philosophy of Ruji Torihara in ODOT's Finance Branch.

The fiscal analysis and revenue forecasting manager serves as an unofficial advisor to people throughout ODOT who are beginning to work with microcomputers.

Correction

A sentence in last month's VIA article about the ODOT microwave network may have misled readers about the cost of connections between ODOT offices.

The cost of the system varies according to installation needs, but after a one-time charge of approximately \$1,500, ODOT agencies pay no monthly fee. The only cost would be around \$100 per year for maintenance, according to Dave Jackson, Communications Unit.

His was the first unit within ODOT to acquire a microcomputer two years ago. "We went through many trials and tribulations to acquire the information we needed to use the equipment," Torihara said.

"I think it's crazy for people to go through that again--to re-invent the wheel," he said. So he eagerly passes along the knowledge gained from reading magazines, visiting vendors and calling software companies. "I try to keep the point of view of the typical user and consumer," he said.

Within six months, coordinated with the Information Systems Branch, he hopes to establish a library of software for people to check out samples of programs.

His general advice to people considering purchase of a microcomputer for work or home is to "shop around". You can often get the same product for as much as 50 percent off the regular price.

CANDID COMMENTS

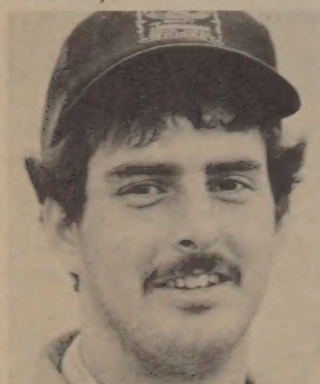


Jerry Robertson is VIA's roving photographer. VIA's editors frame the question of the month, and answers are edited only for length.

Recently-hired ODOT employees were asked the following question:

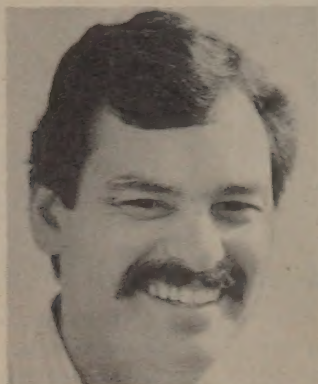
What are your initial impressions of the Department of Transportation?

Jeff Juden, HWY
HMW 1, Milwaukie



JEFF JUDEN

It's a good organization to work for. You get to learn a lot of skills and have a chance to move up the ladder. The people I work with are really easy to get along with.



David Hardaker, DMV
MVR 1, Hillsboro

DAVID HARDAKER

My first impression is that everything is very detailed and accounted for. It seemed like it would take forever to learn the amount of material we're expected to know. The people I work with at the Hillsboro office couldn't be more helpful. Thanks to them, my first days went much easier.



Beth Ketchum, HWY
Clerical Assistant, Salem

BETH KETCHUM

The Surfacing Design Unit's office is not located in the Transportation Building; consequently, I haven't figured out how the divisions, branches and sections interact. It's taking me a while to understand what paperwork goes where, but so far everything has reached its destination. If it hadn't, I'm sure by now someone would have informed me.



Leslie Harkema, HWY
Materials Testing Engineer,
Milwaukie

LESLIE HARKEMA

I've worked with the Materials Section since 1959 from the manufacturer's side as a quality control inspector and welding supervisor. I was not aware of the volume of material involved and all the codes you have to use. I feel that all the people I work with here are professionals, and I'm getting a new education.

Debbie Petree, HWY
HMW 1, Florence



DEBBIE PETREE

I was impressed by the diversity of maintenance crew duties. I've been a mechanic, driver, flagger, ditch digger, culvert cleaner and paver in one month. I've also helped place roadside and milepost signs.



Corina Gonzalez, HWY
Clerical Assistant, Salem

CORINA GONZALEZ

I enjoy working here because the people are kind and helpful in helping me learn my job. There is a lot less pressure than other jobs I've had. This is more relaxed because of the people.



Richard Poecker, HWY
Engineering Technician 1,
Salem

RICHARD POECKER

Being a new employee in the Research Section, two characteristics of the department are noticeable. One is the size of the department's facilities and the extensive area covered in its work. Another is the willingness to accomplish tasks in a true teamwork approach, in both the field and office.



David Jurgenson, DMV
MVR 1, Eugene

DAVID JURGENSON

My initial impression of DMV has been very favorable. I have been shown a great deal of patience and support during all phases of my MVR 1 training in Salem, by my field office manager, Al Vasquez, and co-workers. I would also like to extend my appreciation to Vivian Perry who allowed me an opportunity to serve with DMV.



Susan Petriello, HWY
HMW 1, Milwaukie

SUSAN PETRIELLO

My initial impression of the department was an understanding that there's opportunity for advancement, steady work and good benefits. This is why I decided to become a state employee.



Charles Shull, HWY
HMW 1, Milwaukie

CHARLES SHULL

The people of Oregon have been so nice and friendly. I am proud to be doing a job that is beneficial to the public. I like the variety of duties and feel I have the ability to carry them out. I have found the supervision to be excellent. The members of the striping crew, plus all other state employees I have come in contact with, have been very helpful and easy to get along with.

People Page

Moving up the ranks

Central Services

Linda McClain, clerical assistant to clerical specialist, Salem.
James D. Weisgram, highway engineer (HE) 1 to HE 2, Salem.

Motor Vehicles

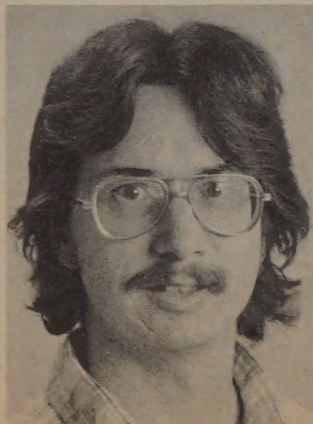
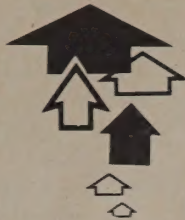
Pamela Ezell, motor vehicle representative (MVR) 1 to MVR 2, Milton-Freewater.
Tracey Lanig, clerical specialist to MVR 1, N.W. Region supervisor's office, Salem.
Scott McDonald, MVR 3, Beaverton, to motor vehicle office manager A, Forest Grove.
Trudie Morrow, MVR 2 to MVR 3, S.W. Region supervisor's office, Grants Pass.
Janice Raymond, MVR 2 to MVR 3, Beaverton.
Jeannie Whittle, data entry operator to clerical specialist, Salem.

Public Transit Division

Rosalyn Shirack, research analyst 3 to planner 2, Salem.

Highway Division

Donald D. Baker, HE 1 to HE 2, Salem.
Gary V. Barquist, materials testing engineer to HE 2, Salem.
Daniel E. Bissell, engineering technician (ET) 2 to HE 1, Portland.
Gary Bowling, HE 1 to HE 2, Roseburg.
James R. Buettner, HE 1 to HE 2, Salem.
William D. Burlison, ET 2 to HE 1, Portland.
Thomas E. Busche, HE 1 to HE 2, La Grande.
Thomas G. Carman, HE 1 to HE 3, La Grande.
Paul H. Christianson, highway maintenance worker (HMW) 2 to HMW 3, Silver Lake.
Lee E. Doss, HE 1 to HE 2, Salem.
Elree E. Durden, custodial worker to HMW 1, Portland.
Fred K. Eldred, engineering aide (EA) to ET 1, Salem.
Xavier R. Falconi, ET 2 to HE 1, Milwaukie.
Jody S. Frasier, ET 1 to HE 1, Portland.
Sam M. Grossberg, HE 1 to HE 2, Salem.
Fred D. Gustafson Jr., HE 2 to HE 3, Salem.
Neil Handyside, HE 1 to HE 2, Milwaukie.
Ervin Daniel Hanger, HMW 2 to HMW 3, Drain.
William M. Harper, EA to ET 1, Hermiston.
James A. Harris, HMW 2 to HMW 3, Eugene.

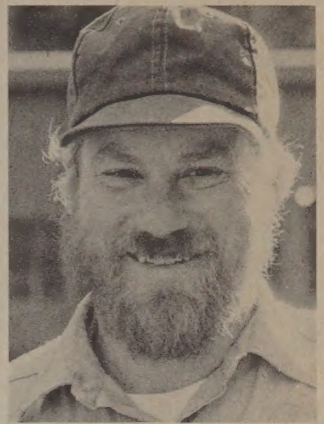


Jan Six

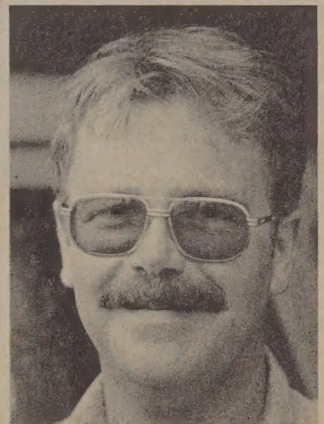


Michael Jennings

Enoch T. Holland, weighmaster to senior weighmaster, Waldport.
Michael D. Jennings, HMW 2 to HMW 3, Portland.
Donald L. Jordan, HE 1 to HE 2, Salem.
Ted W. Keasey, HE 1 to HE 2, Hermiston.
James W. Kendall, HE 1 to HE 2, Salem.
Jack W. Kingery, HMW 2 to HMW 3, Madras.
Thomas A. Kuhlman, HE 1 to HE 2, Salem.
Kenneth E. Ledou, HE 1 to HE 2, Milwaukie.
Kit Leshk, HE 1 to HE 2, Salem.
Loren P. Link, heavy equipment mechanic to senior heavy equipment mechanic, Salem.
Harold R. Mace, HE 1 to HE 2, Portland.
Carl V. Mickelson, HE 1 to HE 2, Milwaukie.
Carmel Motschenbacher, HE 1 to HE 2, Salem.
Arthur D. Parkes, HE 2 to HE 3, Salem.
John L. Peterson, weighmaster to senior weighmaster, Medford.
Guido A. Portier, HE 1 to HE 2, Salem.
Antonio M. Rodriguiz, EA to ET 1, Portland.
Randall L. Shipman, ET 2 to HE 1, Beaverton.
Jan L. Six, HE 1 to HE 2, Salem.
Darrel T. Smith, ET 2 to HE 1, Portland.
Gary T. Smither, HE 1 to HE 2, Coquille.
Jeffrey S. Spalding, HE 1 to HE 2, Salem.
Joel C. Triolo, weighmaster to senior weighmaster, Ashland.
Debra L. Tschauner, clerical assistant to clerical specialist, Salem.
Donald C. Turner, HMW 2 to geologist 1, Milwaukie.
Thomas L. Weatherford, ET 1 to HE 1, Portland.
Wallace W. Willrett, HE 1 to HE 2, Roseburg.
Lawrence W. Yarrow, HE 1 to HE 2, Portland.
Valerie A. Zander, EA to ET 1, Portland.



Wallace Judd



Enoch "Nick" Holland

Parks Division

Wallace M. Judd, park ranger 1 to park ranger 2, Silver Falls State Park.
Gregory P. Lundy, park ranger 1 to park ranger 2, Willamette Mission State Park.

Holiday events scheduled

It's already time to mark your calendar and start creations for holiday events at ODOT, including:

--Annual contest for best hand-made Christmas tree ornament made by an ODOT employee or spouse. The winner will be announced at ODOT's Christmas tree trim on Dec. 14. Entries must be submitted by Dec. 13 to Florence Neavoll, director's office, Transportation Building.

--Tree Trim Dec. 14 at noon in

the lobby of the Transportation Building. The TransTooters and DOT choral group will provide Christmas music.

--Family day Dec. 19, 10 a.m. to 1 p.m. Guided tours of the Transportation Building, films for children and refreshments will be featured.

--Annual retiree reception for Class of 1984 and former department retirees, Dec. 19, 2-4 p.m., Transportation Bldg, large conference room.

Crews receive safety awards

The following ODOT crews earned safety awards recently:

Crew 080-52, engineering crew, 250,000 hours; Barry Hatcher, supervisor.

Crew 153-30, La Grande extra gang crew, 9 years; Garald Gibbs, supervisor.

Crew 151-05, Juntura maintenance crew, 100,000 hours; John White, supervisor.

Crew 131-30, Eugene extra gang crew, 50,000 hours; Harry Strouse, supervisor.

Crew 131-40, Eugene sign crew,

3 years; Robert Hill, Supervisor.

Crew 133-05, Prospect maintenance crew, 100,000 hours; Blonson Neavoll, supervisor.

Crew 013-05, Bend and Klamath Falls weighmasters, 100,000 hours; George Hagerman, supervisor.

Crew 142-05, La Pine maintenance crew, 150,000 hours; Glen Ferguson, supervisor.

Crew 121-01, Astoria maintenance crew, 200,000 hours; Duane Miller, supervisor.

Crew 121-91, Astoria Toll Bridge, 250,000 hours; Roy Swanson, supervisor.

Crew 122-40, Salem sign crew, 9 years; Max Briles, supervisor.

Crew 124-23, Salem bridge crew, 50,000 hours; Bill James, supervisor.

Crew 080-67, engineering crew, 300,000 hours; Michael Gardner, supervisor.

Crew 132-02, Davis Slough maintenance crew, 50,000 hours; Thomas Wharton, supervisor.

Crew 080-45, engineering crew, 50,000 hours; Cliff Lehman, supervisor.

Crew 410-02, Armitage Park, 50,000 hours; Rod Polly, supervisor.

Remembering

Arnold John Kahler, 67, died Sept. 26.

He worked for the Highway Division for 40 years, retiring in 1977 as payroll supervisor. He had worked for the Statesman-Journal in Salem until 1983.

Harley "Jiggs" Earl, 80, died Oct. 6.

A Highway Division employee for more than 22 years, he had worked in The Dalles, Toledo and Florence. He retired in 1969.

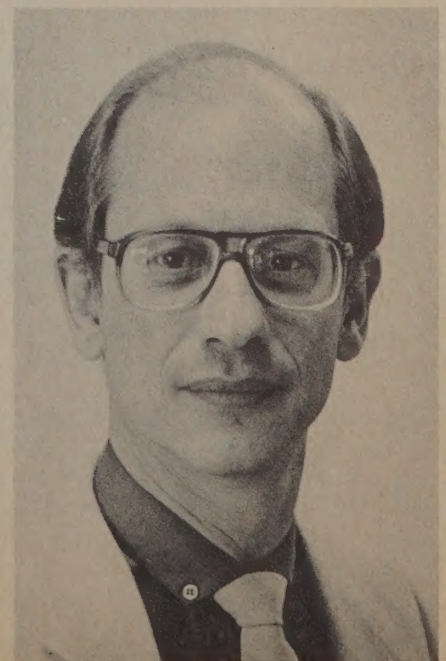
Ron DeAngelo joins training

Ron DeAngelo, a training instructor and consultant with Clackamas Community College, has been hired by the ODOT Employee Development and Safety Section.

DeAngelo is a specialist in employee and management development, and has already done some work as a consultant with various units and programs in the department.

He has designed and conducted training programs for several large corporations and private sector firms and for some agencies in state government.

Pennsylvania-born, DeAngelo holds bachelor and master's degrees in business education from Utah State University and is currently working on a master's in business administration at the University of Portland.



Ron DeAngelo

On the job with ...

Class of 1984

Beecroft combined highway, OSU

Research Engineer **Gordon Beecroft** has spent his entire professional career moving between the Highway Division and Oregon State University, but there was never a year when he didn't work for the division for at least a few weeks.

After three years as a highway chainman and transitman, Beecroft enrolled as a student at OSU in 1948, working four summers as a crew chief for highway. Following graduation, he was back with the division full time in a research

group attached to the Bridge Section.

In 1958, he joined OSU's civil engineering faculty, but slipped back to the department for a few weeks each summer. When a separate Research Section was created in 1973, Beecroft came back to head it.

Beecroft's major projects during his career have included pavement studies and pioneering the use of plastics to bind aggregate. He's held offices in the American Society

of Civil Engineers and has directed projects and committees for the Transportation Research Board and National Cooperative Highway Research Program. He has chaired the biennial Northwest Roads and Streets Conference eight years.

Beecroft plans to remain active in many of these organizations, but will devote more time to his golf game. He and his wife, Vera, a retired state employee, will spend several winter months somewhere in the sunny Southwest, he said.



McCormick coordinated project

Jack McCormick coordinated the largest grading project the state had ever let--the Siskiyou Summit to the California border portion of Interstate 5.

The District 6 maintenance supervisor was resident engineer in Medford at the time, a post he held from 1956 until 1966, when he took his current position. He likes the Roseburg area and climate so well

that he plans to stay there after retiring. It's a good spot for his fishing and hunting hobbies, he said.

A list of projects from his wife, Virginia, and a large yard will also keep him busy, he said. They plan two trips: one to Mexico for his wife to tour the ruins and another to Alaska for him to fish in Glacier Bay. They have two daughters, one of

whom is Melinda Vohland, an engineering technician in the Construction Section, Salem.

McCormick's career with highway started right after high school on a survey crew, but six months later was interrupted by the Korean War, where he served as a combat engineer. Returning in 1947, he filled a variety of positions in northeast and southwest Oregon.



Schroeder filled eight Salem jobs

Bob Schroeder, state maintenance engineer, spent nearly 32 years in some eight different Highway Division positions--from an assistant office engineer to assistant state highway engineer--and managed to stay in Salem the whole time.

"My wife didn't care much for moving around," he said, so he quit a job early in his career working for a steel erection company and went to work permanently for the Highway

Division.

He had joined the division after college, but stayed only five months, being lured away by the private steel firm. When he returned to the division, he worked as a traffic investigator, sign design engineer, engineer economist, planning survey engineer, assistant traffic engineer, metropolitan engineer, assistant state highway engineer and maintenance engineer, a position he has held

since 1977.

Among his many achievements, he counts his work as state planning survey engineer during the early 1960s as his most interesting. "I had an opportunity to formulate and make important decisions regarding our transportation system for the state," he said.

He and his wife, Susan, who have three sons and two grandchildren, hope to play a lot of golf and vacation soon in Hawaii.



Hawkins served 37.25 years

It's not that he's counting, but come Dec. 31, **Dick Hawkins**, District 9 maintenance supervisor, will have given 37.25 years to the Highway Division, he said with a laugh.

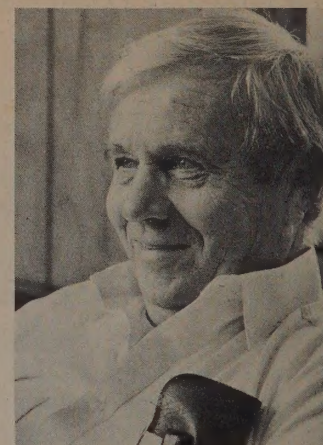
During those years, he said he's "seen many changes, and I think most of them have been positive." He feels a sense of accomplishment from projects such as location and

construction work on the southern Oregon coast and taming a sand dune east of The Dalles that was encroaching on I-84.

He said he will miss association with district workers as well as people statewide. "I have made many long-time friendships," he said. Starting with a survey crew job in 1947, he filled a half-dozen positions in nearly every region.

But he's already heading in new directions, running for a city council seat in The Dalles and considering contracting work for home building. He said he has quite a bit of finish work to complete on a house he built.

He and his wife, Virginia, have two daughters. He said travel plans include trips to Mexico and the Southwest.



Hamilton likes present position

Of the half-dozen jobs **Bob Hamilton** has held with the Highway Division over the past 34 years, he feels his present position as manager of the Permits and Weighmaster Unit and special division legislative aide is his most rewarding.

Hamilton began as an engineering aide in 1951 and served as a transitman in Salem, Tillamook and Astoria; as an office manager in Region II and as a utilities permits

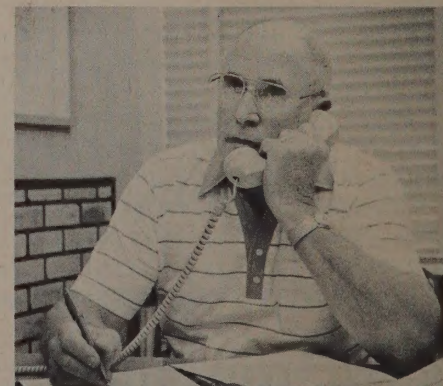
supervisor and District 9 maintenance supervisor in The Dalles. It was the latter position that provided him with his most challenging times.

"I remember the 1964 winter flood, when every road in my district was closed due to washouts or slides," he said. "We scraped together every piece of equipment we could beg or borrow and went to work. I got stranded for five days and missed spending Christmas at

home."

He added, however, that he has enjoyed all of his Highway Division jobs because of the dedicated and professional people.

Since their children are all grown, he and his wife, Duffy, think there will be plenty of time available to meet their first goal of fixing up a new residence near Beaverton. "After that, there'll be a lot of fishing, a little traveling and some golf," he said.



Retirees let us know what's happening

The annual retirees' reception will be held Wednesday, Dec. 19, from 2-4 p.m. in the large conference room of the Transportation Building.

All former retirees and spouses are invited to attend.

Waldo Larson, 4520 Maeres Ave. NW, Tillamook 97141. Ret. park ranger, 1979.

Writing "on location" in Sun Valley, ID, while working on the film "Pale Rider," Waldo reports that he's now a member of the Screen Actors' Guild.

"Pale Rider" is a Western starring Clint Eastwood, who also

directs it.

"My wife, Moots, won't travel with me, but since she'll keep the larder full of fish, jams and jellies, I can't complain. I enclose a big 'Howdy' to my fellow park employees," he said.

Paul Olson, 1835 Winter St. NE, Salem 97303. Ret. Hwy 1978.

Paul and his wife, Helen, enjoy their time around home, with Paul doing yard work, slipping off for some fishing occasionally.

They visit a son in Idaho who has three children. A daughter lives in Salem. Her two children are high school students, "which sort of makes me feel old," Paul said.